

Executive Summary

What is the *CHA Ministry Identity Assessment*?

The *CHA Ministry Identity Assessment* is a formal process health organizations — individual acute and residential facilities, regions and systems — can use to deeply reflect on ministry identity. Through assessment of policies, procedures, existing data and anecdotal evidence, Catholic health ministries will consider the extent to which the values and commitments of Catholic identity are lived out in their organizations.

The assessment is based around *A Shared Statement of Identity for the Catholic Health Ministry* and its seven core commitments.

- ✦ Serve as a Ministry of the Church
- ✦ Promote and Defend Human Dignity
- ✦ Promote the Common Good
- ✦ Attend to the Whole Person
- ✦ Care for Poor and Vulnerable Persons
- ✦ Act on Behalf of Justice
- ✦ Steward Resources

How was the *CHA Ministry Identity Assessment* developed?

At a 2016 meeting of sponsors, CEOs and system mission leaders, CHA was asked to develop an assessment process for the ministry. To meet this goal, a task force was formed. It was made up of sponsors, mission leaders, ethicists and individuals who work in the field of organizational assessment. The group worked together for two years to unpack the theological principles and what they look like today. The task force sought best practices from members who have mature assessment tools as well as from external vendors who provide assessment services.

Is my organization ready for a ministry identity assessment?

Before committing resources to the *CHA Ministry Identity Assessment*, your organization first may want to determine if it is meeting the basic requirements for being a ministry of the Catholic Church. The *Preconditions to a Ministry Identity Assessment* is designed for sponsors, boards and senior leadership teams to determine if the preconditions for conducting a ministry identity assessment are present. (SEE APPENDIX)

Who is involved?

The process relies on representation from across the ministry. The Senior Leadership Team (SLT), Steering Team and Core Commitment Committees (CCCs) are composed of leaders, clinicians, caregivers and members of the community.

What happens during the assessment process?

The assessment process takes three to four months. All team members attend an initial formation and orientation session that introduces the value and history of assessment and outlines expectations and timelines. Each CCC receives focused formation to develop an in-depth appreciation of its core commitment as well as review key performance indicators (KPIs), what data is being gathered and who is accountable for collection.

How are the core commitments assessed?

CCC members review and score the data. Drawing on the *Baldrige Health Care Criteria for Performance Excellence* program, teams assess the evidence collected around each core commitment and, through a process of discussion, discernment and consensus, assign scores (1–5) for the core

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commitment in seven key areas. The Steering Team receives the CCC reports and determines the final scores as well as key areas for improvement and growth. The last step is identifying process improvement, which includes action steps, responsible parties, metrics and reporting structures.

The full scoring template is below; particular CCCs will only be responsible for one of the columns.

	CORE COMMITMENT	Serve as a Ministry of the Church	Promote and Defend Human Dignity	Promote the Common Good	Attend to the Whole Person	Care for Poor and Vulnerable Persons	Act on Behalf of Justice	Steward Resources
MODIFIED BALDRIGE CRITERIA	Leadership							
	Strategy							
	Patients and Residents							
	Measurement, Analysis, Education							
	Associates							
	Operations							
	Results							